



Force Stabilization

Soldier Information Briefing

“Our Army at War -- Relevant and Ready”



Purpose

To provide an overview on how the Army plans to stabilize the force

What is Force Stabilization?

Force Stabilization is a system (consisting of Stabilization and Unit Focused Stability) designed to decrease personnel turbulence for units and set conditions for increased unit readiness, combat effectiveness, and cohesion.



Why Force Stabilization?

- Increase overall Army readiness
- Slow down the Force (less PCS moves)
- Increase unit cohesion
- Stabilize families and provide more predictability to Soldiers



Biggest Change - Our Culture

- Homesteading = Good
 - It is OK to stay at a location you enjoy; unless the Army requirements or your professional needs require movement
- Unit focus versus individual focus
- Assignments
 - From more Breadth to more Depth
 - Keeps experts in their job longer



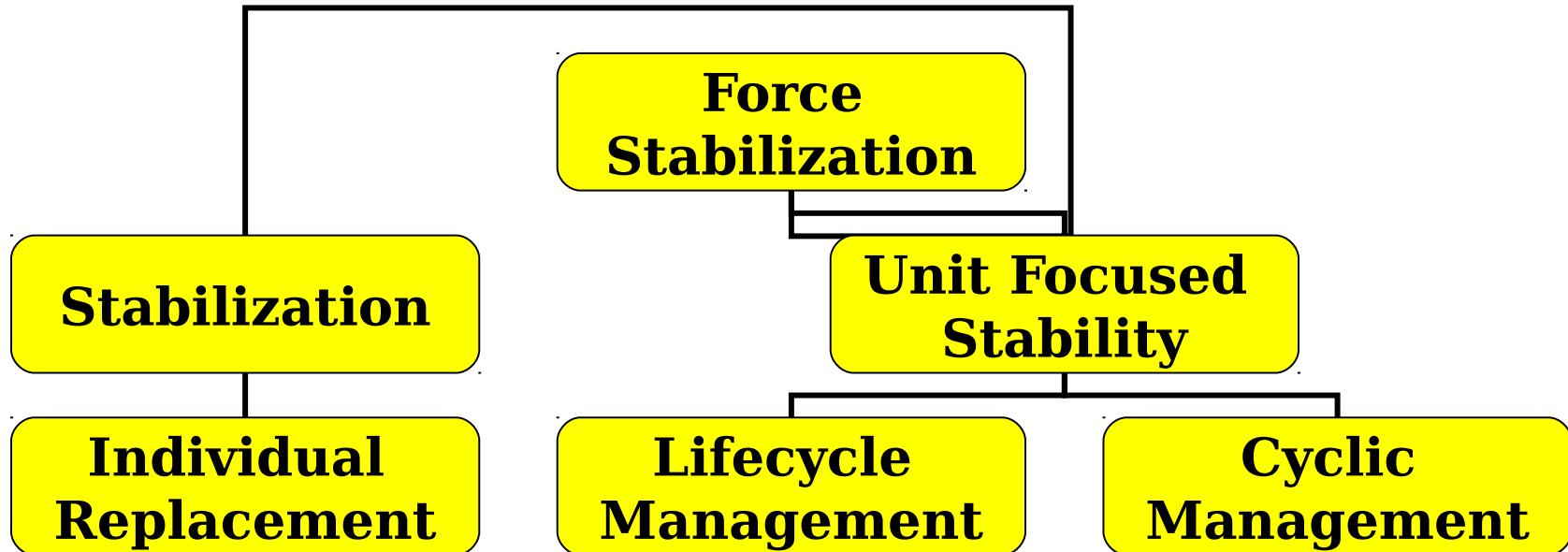
The Current System

- The Army currently utilizes an Individual Replacement System (IRS)
- The IRS moves Soldiers based Army requirements after meeting a minimum time on station with little regard to unit mission
- The drawbacks to this system:
 - No unit cohesion
 - Frequent PCS moves
 - Limited Soldier stability at location and in assignment



The Future - The Future is Now!

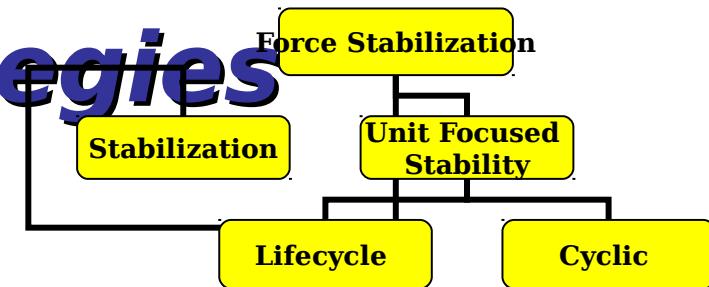
Task Force Stabilization developed **flexible manning methods tailored to building & sustaining** units.





Manning Strategies

INTENT: Enhanced unit capabilities through stability, predictability, and cohesion with increased benefits to Soldiers and families.



Stabilization

- Stabilizes CONUS Soldiers and families for longer periods
 - Provides increased stability and predictability for Soldiers and families
 - Moves determined by: Needs of the Army, Leader Development, or Personal preference
 - Multiple opportunities to return to same post
 - Enables/enhances company grade horizontal and vertical cohesion

Unit Focused Stability

Lifecycle

- Synchronizes Soldier's tour with the unit's operational cycle (36 months)
 - Minimizes attrition (PCS/ETS) for deployed units
 - Provides horizontal & vertical cohesion

Cyclic

- Sustained by periodic package replacements to "normalize" training cycle of unit
 - Enhances continuity of operations



Stabilization

“Stabilizing the Force”

All CONUS Soldiers eligible for longer tours based on the following prioritized criteria:

- Needs of the Army
- Leader Development
- Individual Preference

Needs of the Army based on:

- Current optempo and Army wide deployments
- CSA guidance to reduce moves and turbulence Army-wide
- Unit Focused Stability requirements
- Institutional Requirements

Stabilization minimizes personnel turbulence for junior Soldiers:
applies equally to Officer, WO, and Enlisted

- Maximizes current Army readiness (per AR 220-1) and stability
- Depth vs. Breadth of Experience
- Does not address non-deployability
- OCONUS tours force additional PCS moves; reduces Soldier & Family stability

Leads to a more “Regionalized” approach to managing the force



Why Stabilization and Unit Focused Stability

Stabilization provides increased stability and predictability to Soldiers and their families ... but it does not address unit deployment attrition i.e. stop loss /stop move

Unit Focused Stability will!

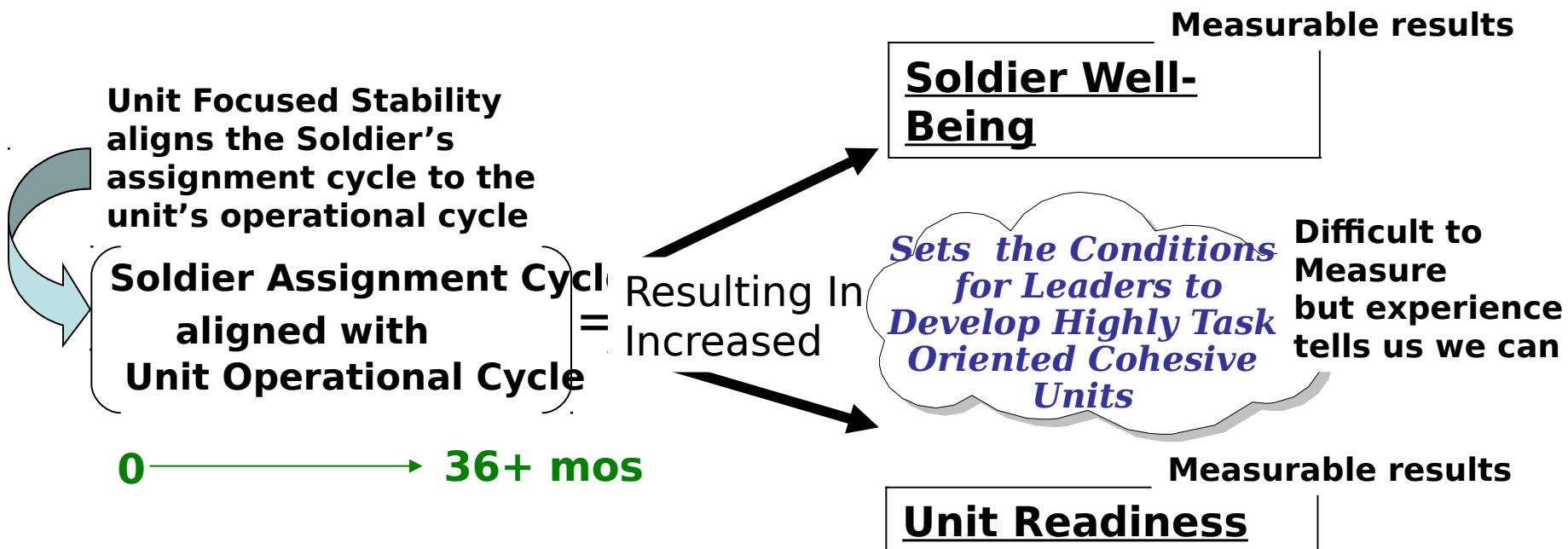


Unit Focused Stability

"We're good..., but we're not as good as we could be."

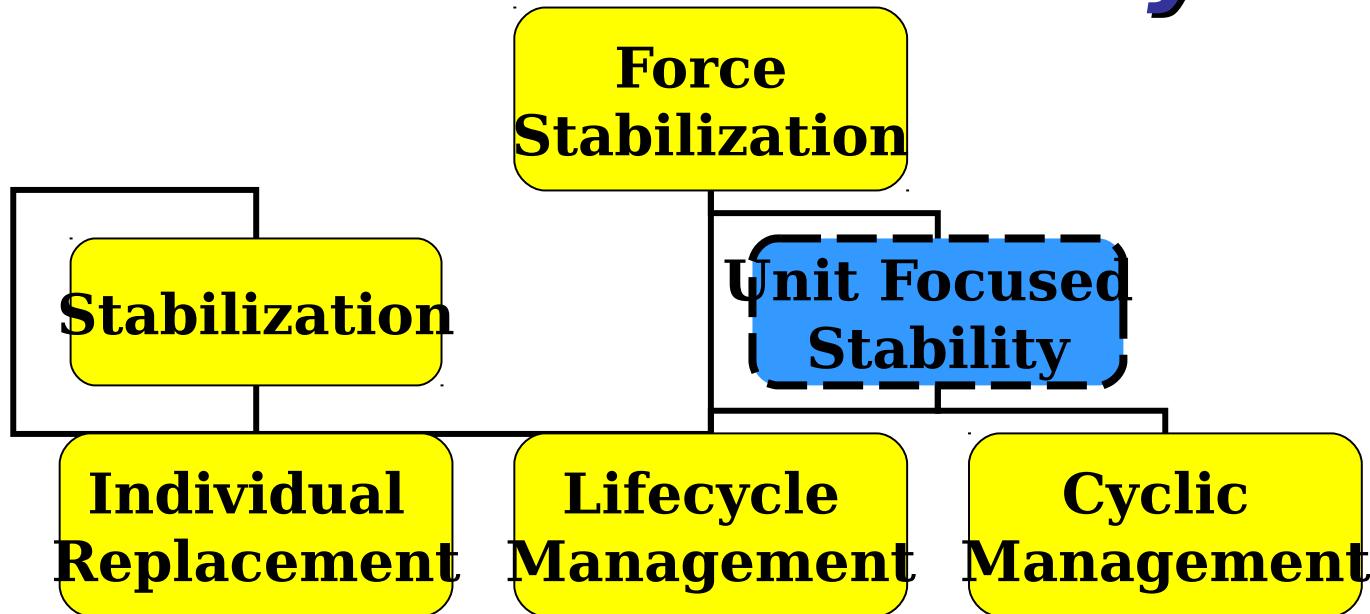
General Schoomaker, September 2003

Unit Focused Stability provides more cohesive, agile, deployable combat-ready forces





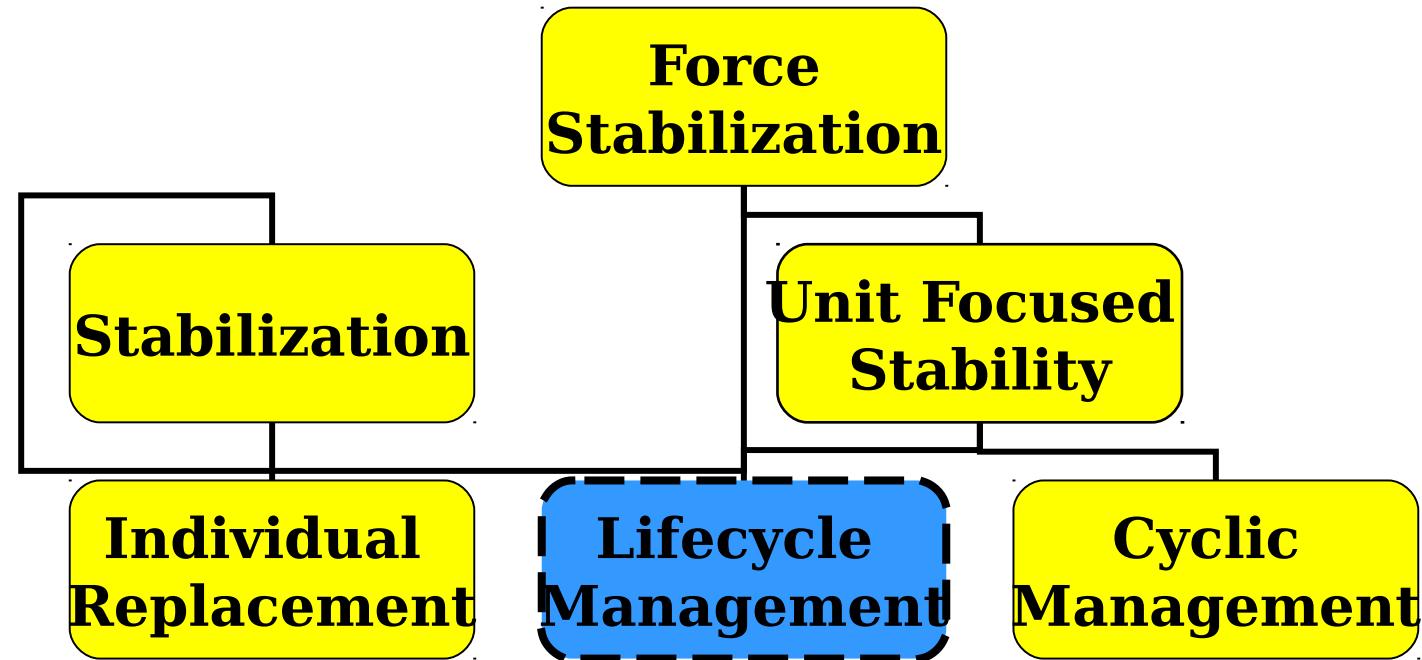
Unit Focused Stability



- The goal of Unit Focused Stability is to provide combatant commanders with cohesive, deployable, agile, combat-ready units
- Unit Focused Stability required the Army to design two distinct manning methods that were not supported by the current IRS. These methods are:



Lifecycle Management



Aligns Soldier's tour with the unit's operational cycle (36 months)

- Minimizes Soldier moves/losses for deployed units
- Provides cohesion for all levels of soldiers and leaders



Lifecycle Management (Basic)

There are three phases in a lifecycle:

1. **Reset**

- **2 months**
- **Conclusion of lifecycle/ Initiation of next iteration**
- **Goal - 25% to 33% of a lifecycle unit could “roll over” for an additional 3-year tour**

2. **Train**

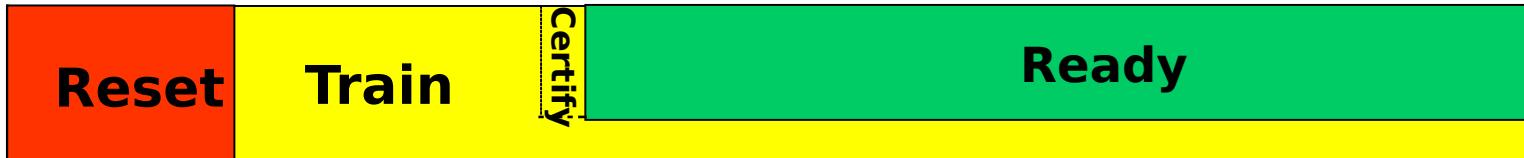
- **4 months**
- **Individual through collective training**
- **Culminates with a Certification Exercise**

3. **Ready**

- **30 month period in which the unit is available for employment**
- **Training continues; build collective capability**
- **Local or TDY skill/leader development at commander discretion around operational deployments**



Lifecycle



- **Focused on BCT/UAs**

- Synchronizes Soldier's tour with the unit's operational cycle (36 months)

- Minimizes attrition (PCS/ETS) for deployed units – increases

- **Lifecycle focuses personnel turbulence to reset periods**
Provides horizontal & vertical cohesion

- Maximizes unit cohesion, deployability and readiness

- Unprogrammed losses (4-8 %) replaced with personnel packages annually

- Medical, UCMJ, Admin Separation, and exceptions

- 50-70 % of the unit turns over at end of cycle

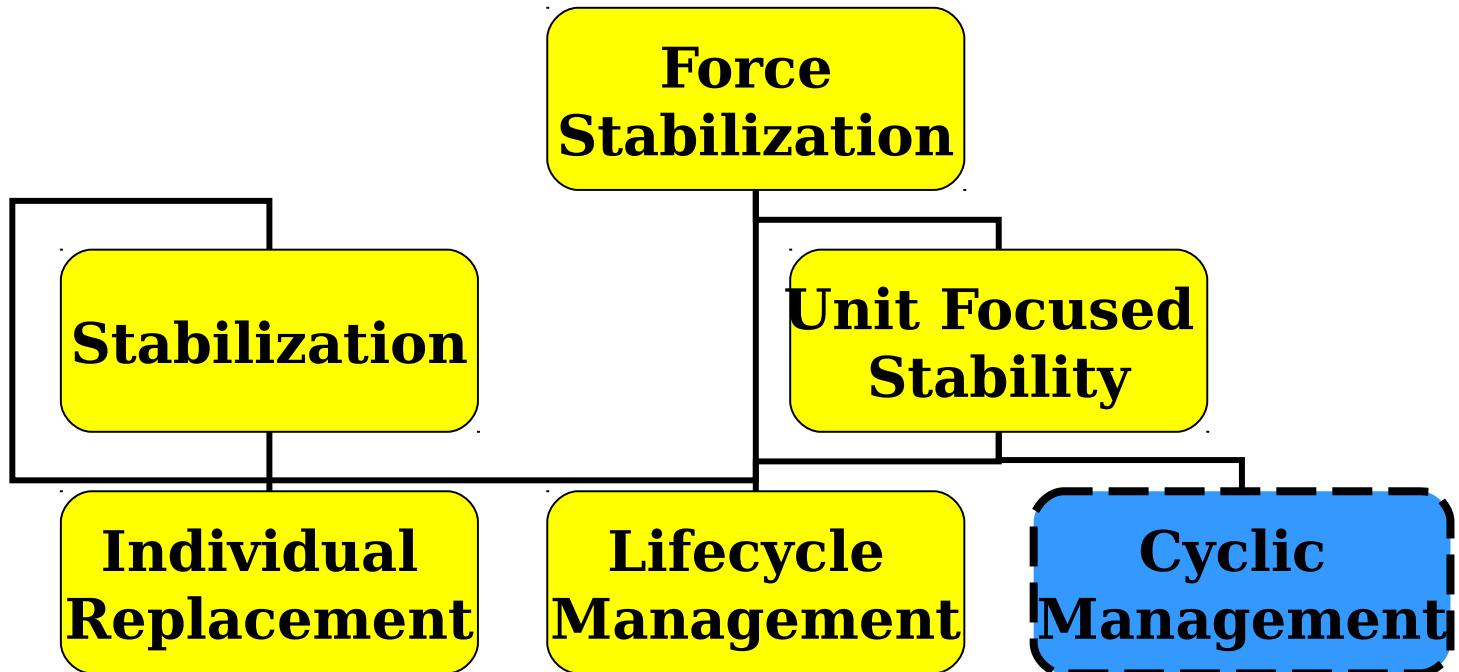
- By exception losses for ARSOF and Old Guard

- Installation challenges may include:

- Housing
 - CIF



Cyclic Management



- Provides periodic replacements by not interfering with training events
 - For Headquarters element and Combat Support and Combat Service Support units
 - Allows for continuous operations to occur without stopping to support replacement periods
 - Focuses training around replacement periods



Cyclic Method



- Provides periodic package replacements to “normalize” training cycle for units
 - Enhances continuity of operations
 - Focuses training to sustainment periods
- Focused on Headquarters elements and low density/high impact units

Cyclic focuses personnel turbulence to a scheduled one or two month period.

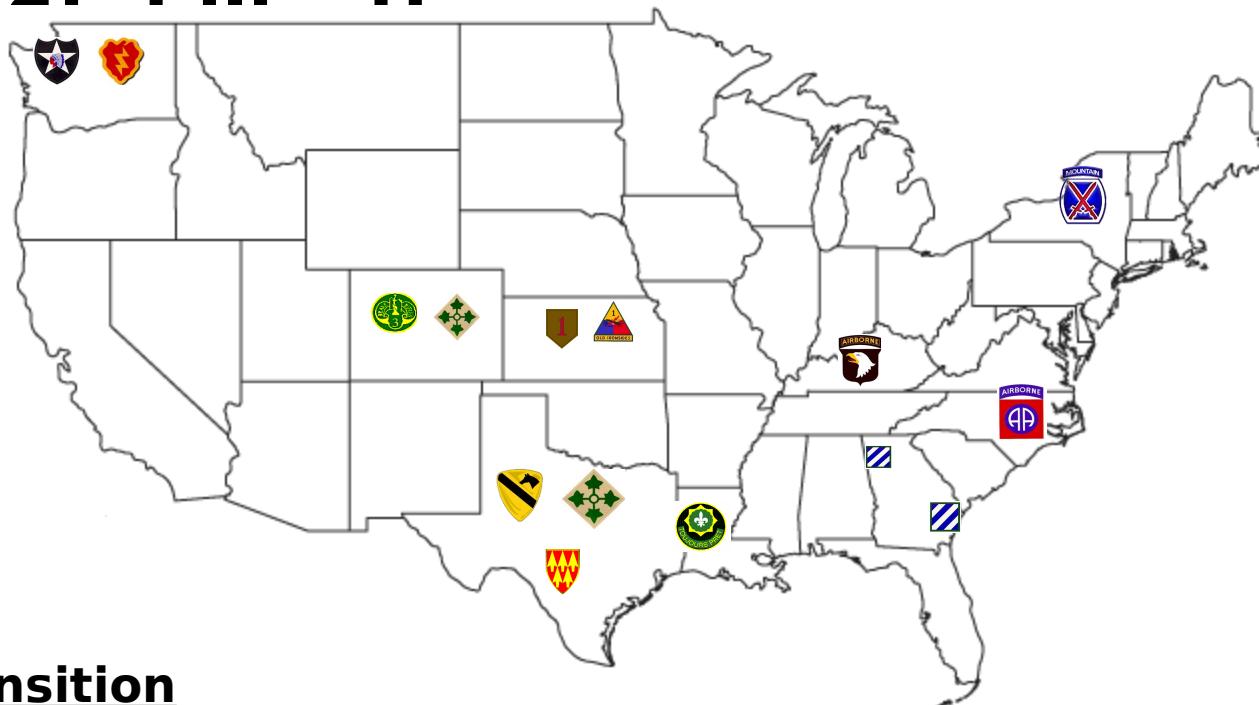
TENETS

- Unit cohesion and readiness improve
- Installation challenges may include:
 - Housing
 - CIF
 - In/Out Processing

- 12 months in length (Sustain & Ready)
- Combat Support, Combat Service Support units, and Command and Control elements
- Synchronized sustain phases
 - Programmed losses and replacements only during this phase
 - Allows for focused training/ resource prioritization
 - 15 to 30% losses annually
- By exception losses for SOF, CSM Selectee, OCS



Locations for Force



Transition Concepts

- ~~Concepts~~ Use limited Stop Loss/Stop Move to stabilize/reset the force
- Begin Stabilization 4th Quarter FY04
- Continue Lifecycle Unit Focused Stability for SBCTs
- Incentivize “hard to fill” posts
- Implement Unit Focused Stabilization for remaining 33 (43-48) BCTs
- Conditions set (installation, force structure, operational requirements) for rotational overseas presence



Take Away

- **Army:** Force Stabilization provides more cohesive, agile, deployable combat-ready forces
- **Soldier:** Force Stabilization provides soldiers with increased time in troop assignment which increases professional development and predictability and stability for Soldiers and their families
- **Families:** Force Stabilization allows family members to establish and maintain continuity in their community



More Questions? Where do I go?

- Talk to your chain of command or your Human Resources Command career manager or professional development NCO
- <https://www.perscomonline.army.mil/opmd/opmd.htm>
- <https://www.stabilization.army.mil>



Questions?